

FIT LEADERSHIP TRAINING GUIDES

Faithful · Intentional · Teachable

Simple Bible-centered training to help ministry leaders grow in faith and lead well.

The FIT Leadership Training Guides are designed to help Christian leaders grow in three essential qualities:

- Faithful
- Intentional
- Teachable

These guides provide Scripture study, reflection, and discussion to help leaders develop character, spiritual maturity, and practical leadership skills rooted in the example of Jesus.



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How to Use the F.I.T. Leadership Guides

The F.I.T. Leadership Guides are designed to help Christian leaders grow in Faithful, Intentional, and Teachable qualities. There are two complementary guides, along with a FIT Leadership Intro (Optional Lesson) that helps establish shared expectations and a common leadership language. Trainers and ministry leaders can choose to use them sequentially, separately, or selectively based on their ministry context and leadership development goals.

FIT Leadership Intro (Optional Lesson)

Purpose:

This discussion-based introduction lesson is designed to establish a shared understanding of leadership, spiritual growth, and the F.I.T. framework before leaders begin the guides. It helps set expectations, emphasize a growth-oriented and God-dependent approach to leadership rather than measuring success by performance, and create a common language for Faithful, Intentional, and Teachable leadership.

How It Fits:

- This lesson is optional, not required.
- It can be used before assigning either FIT guide, or as a stand-alone leadership training.
- The lesson prepares leaders to engage the guides with greater clarity, humility, and purpose.

Format & Flexibility:

- Designed to be discussion-centered, not lecture-heavy.
- Can be scaled based on time and setting:
 - Short (25–30 min): Core sections only
 - Standard (35–45 min): Core + optional sections
 - Extended (60–75 min): Full lesson with reflection and prayer
- Works well for:
 - Leadership kickoff meetings
 - Retreats or workshops
 - New leader onboarding
 - Ministry-wide vision alignment

Implementation Tip:

Use this lesson to emphasize that F.I.T. leadership provides shared expectations and language for growth, accountability, and spiritual posture—not perfection. The goal is to invite leaders into a continuous growth process they will carry through the guides and mentoring relationships in their ministry context.

1. FIT Leadership Guide: Foundations

Purpose:

This guide is designed to introduce leaders to the FIT qualities and provide structured study with Scripture, reflection, and group discussion. It is ideal for starting a ministry year or onboarding new leaders.

Key Features:

- Scripture study
- Consider, Study, Reflect, and Pray sections
- Discussion prompts for group or one-on-one facilitation
- Emphasis on understanding the “why” behind each trait

Implementation Tips:

- Use at the beginning of the year to establish expectations, shared understanding, and a growth-oriented leadership posture.
- Guides may be completed independently as preparation and discussed later, or worked through alongside a ministry trainer or sponsor.
- Encourage group discussions to help participants explore how FIT traits apply to their specific ministry roles.
- Trainers or sponsors can guide reflection and provide mentorship on applying these traits practically.

2. FIT Leadership Guide: Growth & Reflection

Purpose:

This guide is designed for personal reflection, goal-setting, and ongoing growth. It is ideal for mid-year or quarterly check-ins with leaders who have already been introduced to the FIT qualities.

Key Features:

- Short Scripture reflections with practical application
- Focus on Jesus as our example for each trait
- Sections for personal faith and ministry reflection
- Encourages leaders to set practical steps for growth and accountability

Implementation Tips:

- Use as a follow-up to the first guide, “FIT Leadership Guide: Foundations,” allowing leaders to reflect on what they’ve learned, track growth, and practice a posture of faithfulness, intentionality, and teachability.
- Leaders can complete it independently, journaling responses and creating actionable growth steps.
- Sponsors or trainers can review growth plans periodically to encourage accountability and provide support.
- Can also be used as a stand-alone devotional for individual leaders or small groups.

3. Using Both Guides Together

Sequential Approach:

- Start the year with the Foundations guide to lay the groundwork, establish shared language, and set a growth-oriented leadership posture.
- Mid-year, introduce the Growth & Reflection guide for personal assessment, goal-setting, and accountability.
- Optional: Revisit discussion sections from the first guide during mentoring check-ins.

Flexible Approach:

- Trainers may choose one guide depending on context—structured teaching vs. devotional reflection.
- Both guides use the same core definitions of Faithful, Intentional, and Teachable, allowing for easy transition between them.
- Guides may be completed independently as preparation and discussed later, or worked through alongside a ministry trainer or sponsor.

Key Considerations:

- Both guides are adaptable for teens through adult leaders.
- The Foundations guide emphasizes learning, discussion, and establishing posture for growth.
- The Growth & Reflection guide emphasizes application, personal reflection, and ongoing spiritual formation.
- Both guides work well in one-on-one mentoring, small groups, or full leadership teams.

FIT Leadership Intro (Optional Lesson)

Introduction Lesson – Discussion-Based Format with Facilitator Wrap-Ups

FIT Leadership Intro (Optional Lesson)

Introduction Lesson – Discussion-Based Format with Facilitator Wrap-Ups

Trainer Overview

This optional introduction lesson provides a discussion-based overview of the FIT leadership framework—**Faithful, Intentional, and Teachable**. It is designed to prepare leaders for deeper reflection before using the **FIT Leadership Guides** as homework with mentor follow-ups or in a small-group setting.

Sections are labeled **CORE, OPTIONAL, and EXTENDED** so facilitators can adapt the lesson based on time, group size, and leadership experience.

How to Use This Lesson

This lesson is **modular and flexible**.

- **CORE sections** – essential discussion and concepts (can stand alone)
- **OPTIONAL sections** – deepen understanding and reflection
- **EXTENDED sections** – ideal for retreats, workshops, or longer trainings

Timing Options:

- Short: CORE only (25–30 minutes)
- Standard: CORE + 1–2 OPTIONAL (35–45 minutes)
- Extended: CORE + OPTIONAL + EXTENDED (60–75 minutes)

Facilitator Notes:

- Discussion is the priority. Encourage honesty, reflection, and grace-centered conversation.
- Sections labeled “Facilitator Wrap-Up” highlight key ideas the discussion should land on.
- Facilitators are encouraged to use their own words, examples, and leadership style, especially considering the age, maturity, and context of participants, while making sure these core ideas are understood.

Opening (CORE | 5–7 min)

Facilitator Introduction Line:

“When God invites someone into leadership, He is not calling them to perfection—but to growth. Leadership becomes a space where faith is strengthened, character is shaped, and dependence on God deepens over time.

As leaders, we will make mistakes, face challenges, and encounter moments that stretch us beyond our comfort zones. Yet God uses these very experiences to form us. Christian leadership is not about having all the answers; it is about continually becoming the kind of person God can shape and use.

Today we will explore the qualities of a Christian leader and how to develop these characteristics as we lead.”

Opening Prompts:

- When you hear the word leadership, what comes to mind first?
- Who has been the most spiritually impactful leader in your life, and why?

Facilitator Wrap-Up – Make sure participants understand:

- Leadership is a process of growth, not a position of perfection.
- God uses leadership to shape a leader’s character, faith, and dependence on Him over time.
- Christian leaders will make mistakes but are called to keep growing and responding faithfully to God.
- The FIT framework (Faithful, Intentional, Teachable) describes the posture of a healthy Christian leader, not a checklist to complete.

Section 1: Spiritual Growth & Leadership (CORE | 8–10 min)

Read: 1 Timothy 4:7–8

Discussion Questions:

- Why do you think Paul connects training with godliness?
- According to this passage, why is spiritual training of great value?
- How does someone actively train spiritually?
- Why is spiritual growth especially important for those who lead others?

Facilitator Wrap-Up – Make sure participants understand:

- God calls leaders to intentionally train their hearts and minds.
- Spiritual maturity does not happen by accident.
- Leadership magnifies influence—growth in godliness impacts others.
- Growth flows from faith in Christ, not works or performance.

Section 2: Growth vs. Perfection (CORE | 7–8 min)

Read: Philippians 1:6

Discussion Questions:

- Why do people often associate leadership with spiritual maturity or having everything figured out?
- How can the pressure to appear “put together” affect the way leaders act, grow, or ask for help?
- According to Philippians 1:6, who begins the work of spiritual growth in us, and who brings it to completion? Why is recognizing the *who* important for leaders?
- Philippians 1:6 describes growth as ongoing. What does it mean that God is still working in us? How has that process looked in your life so far?

Facilitator Wrap-Up – Make sure participants understand:

- Leaders are not expected to be perfect in order to be effective.
- God initiates and sustains spiritual growth; leaders are responsible for responding faithfully.
- Humility, repentance, and perseverance matter more than appearing flawless.
- Leadership is about direction and growth, not spiritual arrival.

Section 3: Introducing F.I.T. (CORE | 10 min)

Explain F.I.T.:

- **Faithful:** Showing up consistently and staying committed, even when it’s hard, unseen, or inconvenient. Faithful leaders follow through on what they’ve been entrusted with and remain steady in their walk with God and care for others.

- **One-sentence definition:** Faithful leaders are steady, dependable, and committed over time.
- **Intentional:** Leading with purpose. Intentional leaders think ahead, prepare their hearts, and give focused effort rather than “winging it.” They make thoughtful choices with their time, energy, and influence.
 - **One-sentence definition:** Intentional leaders choose purpose and preparation over autopilot.
- **Teachable:** Having a humble posture open to learning, feedback, and correction. Teachable leaders know they haven’t arrived, listen before speaking, and are willing to grow—even when it’s uncomfortable.
 - **One-sentence definition:** Teachable leaders stay humble, open, and willing to grow.

Discussion Questions:

- Which FIT quality feels most natural to you right now?
- Which one feels most challenging?
- Why do you think these three qualities matter in leadership?

Facilitator Wrap-Up – Make sure participants understand:

- FIT is a framework for spiritual formation in leadership.
- Growth comes from consistent habits, not perfection.
- These qualities describe postures, not achievements.
- Leaders grow as they cultivate faithfulness, intentionality, and teachability over time.

Section 4: Spiritual Fitness & Daily Choices (OPTIONAL | 7–10 min)

Read: John 15:4–5

Discussion Questions:

- According to John 15:4–5, who must we stay connected to in order to produce spiritual fruit in daily life and leadership roles?

- Why is it important to recognize the relationship Jesus describes before focusing on the “how-to” practices of spiritual growth?
- What practices tend to support spiritual growth in leaders?
- What habits or attitudes can quietly hinder spiritual fitness?

Facilitator Tip:

- If participants seem confused by the word “abide,” explain it as staying connected to Jesus through trust, prayer, and dependence—like a branch staying connected to a vine. Growth flows from connection, not effort alone.

Facilitator Wrap-Up – Make sure participants understand:

- Leadership formation is shaped by daily choices rooted in connection to Christ.
- Spiritual habits are meant to be life-giving, not legalistic or performance-driven.
- Long-term growth matters more than quick fixes or visible results.

Section 5: Running the Race (OPTIONAL | 8–10 min)

Read: Hebrews 12:1; Philippians 3:14–15

Discussion Questions:

- The Scriptures use the word endurance to describe a believer’s faith life. Why should we view leadership as more of a marathon than a sprint?
- What distractions commonly pull leaders off course? How can leaders fight these temptations?
- How does keeping an eternal perspective shape leadership decisions today?

Facilitator Wrap-Up – Make sure participants understand:

- Leadership is a long-term journey, not a short-term achievement.
- Staying focused matters more than speed.
- An eternal perspective helps leaders prioritize wisely and follow Jesus as the ultimate prize.

Section 6: Readiness for Leadership (CORE | 7–8 min)

Read: Luke 16:10

Discussion Questions:

- According to this verse, what does it mean to be “ready” for leadership?
- How does being faithful in small responsibilities show God that you are ready for bigger ones?
- Why is perseverance—consistently following through—more important than perfection?
- How might a leader’s focus on small, faithful actions build trust with God and others?

Facilitator Wrap-Up – Make sure participants understand:

- Readiness for leadership is proven through faithfulness in small tasks. Leaders grow by consistently handling what is entrusted to them.
- Perseverance matters more than perfection; God seeks steady faithfulness, not flawless performance.
- Leadership is about trust and responsibility—demonstrating reliability in little things prepares leaders for greater opportunities.

Section 7: Personal Reflection & Prayer (EXTENDED | 10–15 min)

Read: Psalm 139:23-24

Independent Reflection Prompts:

- Which FIT quality do I most need to grow in right now?
- How does God reveal areas for growth when I pause and reflect on His work in my life?

Facilitator Wrap-Up – Make sure participants understand:

- Reflection and prayer are essential for spiritual formation and leadership growth.
- Honest self-assessment helps leaders recognize areas to develop and depend on God’s guidance.
- Spiritual fitness is a lifelong journey; growth comes from ongoing reflection and obedience.

Group Prayer:

- Thank God for His grace
- Ask for humility, perseverance, and teachability
- Pray for faithfulness in leadership influence

Closing Transition (CORE | 3–5 min)

Option 1 – Full Lesson Close:

Facilitator Closing Line:

“F.I.T. leadership is not about arriving at perfection—it’s about leaning into God’s work in your life and leading with faithfulness, intentionality, and teachability each day. Leadership is a journey of growth, not a checklist of achievements.”

Facilitator Wrap-Up – Make sure participants leave knowing:

- Leadership growth is ongoing; God shapes leaders over time.
- FIT describes the posture of a healthy leader, not a standard to master.
- God uses daily choices, experiences, and challenges to form leaders who impact others for His kingdom.

Option 2 – Transition to FIT Guides:

Facilitator Closing Line:

“F.I.T. leadership is about direction, growth, and posture. In the next sessions, we’ll explore these qualities more deeply through the F.I.T. devotionals, reflecting on Scripture, setting personal growth goals, and learning how to apply Faithful, Intentional, and Teachable habits in your life and ministry.”

Facilitator Wrap-Up – Make sure participants leave knowing:

- Leadership growth is ongoing, and the FIT devotionals provide a roadmap for personal and ministry development.
- FIT describes the posture of a healthy leader, not perfection to achieve.
- God intentionally shapes leaders as they follow Him, and these guides are tools to help participants do that.

FIT Leadership Intro - Follow-Along Handout

FIT Leadership Intro - Follow-Along Handout

Opening – Leadership & Growth

Discussion Questions:

- 1. When you hear the word leadership, what comes to mind first?
- 2. Who has been the most spiritually impactful leader in your life, and why?

Notes:

Section 1: Spiritual Growth & Leadership

Read: 1 Timothy 4:7–8

Discussion Questions:

- 1. Why do you think Paul connects training with godliness?
- 2. According to this passage, why is spiritual training valuable?
- 3. How does someone actively train spiritually?
- 4. Why is spiritual growth especially important for those who lead others?

Notes:

Section 2: Growth vs. Perfection

Read: Philippians 1:6

Discussion Questions:

1. Why do people often associate leadership with spiritual maturity or having everything figured out?
2. How can the pressure to appear “put together” affect the way leaders act, grow, or ask for help?
3. According to Philippians 1:6, who begins and completes the work of spiritual growth in us? Why is recognizing this important?
4. Growth is ongoing—what has this process looked like in your life so far?

Notes:

Section 3: Introducing F.I.T.

Faithful: Being steady and dependable over time; following through on commitments and remaining consistent in your walk with God and care for others.

Intentional: Leading with purpose; planning ahead, preparing your heart, and giving focused effort rather than “winging it.”

Teachable: Having a humble posture, open to learning, feedback, and correction.

Discussion Questions:

1. Which FIT quality feels most natural to you right now?
2. Which one feels most challenging?
3. Why do these qualities matter in leadership?

Notes:

Section 4: Spiritual Fitness & Daily Choices (Optional)

Read: John 15:4–5

Discussion Questions:

1. Who must we stay connected to in order to produce spiritual fruit in daily life and leadership roles?
2. Why is this relationship important before focusing on the “how-to” practices of spiritual growth?
3. What practices support spiritual growth in leaders?
4. What habits or attitudes can quietly hinder spiritual fitness?

Notes:

Section 5: Running the Race (Optional)

Read: Hebrews 12:1; Philippians 3:14–15

Discussion Questions:

1. Why should we view leadership as more of a marathon than a sprint?
2. What distractions commonly pull leaders off course? How can leaders fight these temptations?
3. How does keeping an eternal perspective shape leadership decisions today?

Notes:

Section 6: Readiness for Leadership

Read: Luke 16:10

Discussion Questions:

1. According to this verse, what does it mean to be “ready” for leadership?
2. How does being faithful in small responsibilities show God you are ready for bigger ones?
3. Why is perseverance more important than perfection?
4. How might focus on small, faithful actions build trust with God and others?

Notes:

Section 7: Personal Reflection & Prayer (Extended)

Read: Psalm 139:23–24

Reflection Prompts:

1. Which FIT quality do I most need to grow in right now?
2. How does God reveal areas for growth when I pause and reflect on His work in my life?

Notes:

Group Prayer:

- Thank God for His grace
- Ask for humility, perseverance, and teachability
- Pray for faithfulness in leadership influence

FIT Leadership Guide: Foundations

Faithful · Intentional · Teachable

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Introduction

The Bible places a high value on spiritual growth, especially for those called to lead others in their faith. Scripture repeatedly calls believers to train their hearts and minds toward godliness, recognizing that spiritual maturity—particularly in leadership—does not happen accidentally. Instead, it is formed through intentional devotion and faithful obedience over time. Remember, Christians are not saved by their works—salvation comes by God’s grace through faith—but as we live in that grace, spiritual growth and godly fruit naturally follow.

1 Timothy 4:7–8 says, “Rather train yourself for godliness; for while bodily training is of some value, godliness is of value in every way, as it holds promise for the present life and also for the life to come.” Christian leaders are called to continually train their hearts and minds, growing in qualities that reflect godliness. Do not be mistaken—works will not save you. Only faith in Christ brings salvation (Ephesians 2:8–10). Yet as you receive God’s grace through faith, a growing desire to mature in your relationship with Jesus will naturally produce godly fruit.

This pursuit of godliness in leadership can be summarized through three essential qualities: Faithful, Intentional, and Teachable—or F.I.T. Just as physical fitness requires consistent effort and purposeful habits, spiritual fitness in leadership is cultivated through daily choices that support growth. A Christian leader who desires to live a F.I.T. life commits to practices such as regularly reading Scripture, praying, participating in a local church, seeking wisdom from godly mentors, serving others, and faithfully witnessing.

In the F.I.T. Leadership Guide: Foundations, you will walk through the expectations placed on those serving in ministry leadership. These standards are meaningful and serious, yet they are not rooted in perfection. Just as with physical training, missteps will happen along the way. What makes someone “fit” for leadership is not flawlessness, but perseverance. If you can humbly recognize when your choices do not lead to life, repent (change your mind), and continue following Jesus while depending on His grace, you are ready to lead. Now, let’s begin your journey toward becoming a F.I.T. Christian leader by taking a closer look at each of these characteristics.

Faithful

A faithful leader remains committed to God, to people, and to the responsibilities they have been entrusted with. Their faithfulness is revealed in their willingness to stay the course, even when leadership is difficult, unseen, or costly. Faithful leaders remember why they stepped into leadership and allow that calling to sustain their obedience and perseverance as they continue serving Christ, others, and the ministry.

Consider

- Why have you chosen to step into leadership?
- What motivates you to remain faithful when leadership feels challenging?

Study

Context: In Matthew 25:14–30, Jesus shares a parable about servants entrusted with their master’s resources. Rather than focusing on timing, He emphasizes faithfulness and readiness.

Read: Matthew 25:14–30

- Describe what each servant did and how the master responded.
- Why do you think the master responded differently to each servant? What does this reveal about God?
- In verse 15, the master gives to each servant “according to his ability.” Consider your personality, talents, experiences, and passions:
 - What abilities has God entrusted to you?
 - How are you currently using them for His glory?
 - If you are not using them fully to love God and serve others, what may be holding you back?

Read: Hebrews 12:1–3

- Based on these verses, how should a faithful person live their life—especially as a leader?
- What do you learn about Jesus’ faithfulness in verse 2, and how should His example shape your own leadership?

Reflect

- How would you describe a faithful leader? In what ways does this description reflect your current leadership?
- What is one specific practice, habit, or mindset that could help you remain faithful to God and those you lead?

Pray

Take a moment to pray for faithful qualities in your life. Consider how God has been faithful to you and ask Him for help remaining loyal to Him, others, and your commitments.

Faithful Follow-Up — Participant Discussion Questions

For studies completed individually as “homework,” followed by group or one-on-one discussion. These questions are designed to help participants process what they learned and give sponsors or facilitators insight into how the participant understands faithfulness and leadership within the ministry.

1. Summarize the passage in your own words. What stood out most?
2. Which question from the Consider, Study, or Reflect sections impacted you most? Why?
3. How would you define faithfulness based on this study and Scripture?
4. Why is faithfulness an essential characteristic for someone serving in a leadership role?
5. In what ways are you currently demonstrating faithfulness as a leader? Where do you see room for growth?
6. How do your abilities, gifts, and experiences shape your leadership for God’s glory?
7. How does this study shape or challenge the way you view leadership in this ministry?
8. What questions, insights, or reflections do you still have about faithfulness or leadership?

Sponsor / Facilitator Prompt

Take time to clearly communicate your expectations of a faithful leader as it relates to:

- This specific ministry
- The leadership role being discussed
- Character, commitment, and accountability

Invite dialogue and clarification rather than only explanation.

Intentional

An intentional leader gives focused effort, shows care in their choices, and offers their best in what God has entrusted to them. They don't rely on luck or simply show up—they plan, pray, and think through their actions to serve God and others well. Intentional leaders steward their time, energy, and responsibilities to glorify God and strengthen those they lead.

Consider

- Who do you know that is intentional in what they do?
- What makes them intentional?

Study

Context: Moses has died, and God appoints Joshua to lead Israel into the Promised Land. God gives clear instructions emphasizing focus and obedience.

Read: Joshua 1:1–9

- Describe Joshua's role as a leader. How do you suppose he felt taking on this responsibility? How would you have felt?
- List the instructions God gives Joshua as he begins his leadership role.
- Why does God emphasize obedience and focus?
- What kinds of distractions can cause someone to become less intentional in their commitments? Which appear in your life?

Reflect

- How would you describe an intentional leader? Does your description reflect your own leadership?
- What is one practical way you can be more intentional in how you serve God and others?

Pray

Take time to pray for intentional qualities in your life. Ask God to give you insight into how you can be more purposeful, focused, and obedient in your leadership role.

Intentional Follow-Up — Participant Discussion Questions

For studies completed individually as “homework,” followed by group or one-on-one discussion. These questions are designed to help participants process what they learned and give sponsors or facilitators insight into how the participant understands intentionality and leadership within the ministry.

1. Summarize the passage in your own words. What stood out most from Joshua 1:1–9?
2. Which question from the Consider, Study, or Reflect sections impacted you most? Why?
3. How does this passage help shape your understanding of intentional leadership?
4. Based on Scripture, how would you define intentionality?
5. Why is intentionality important for someone serving in a leadership role? What should it look like in practice?
6. In what ways are you currently demonstrating intentional leadership? Where would you like to grow?
7. How does this study challenge or affirm your current leadership approach within this ministry?
8. What questions, insights, or reflections do you still have about intentionality?

Sponsor / Facilitator Prompt

Take time to clearly communicate your expectations of an intentional leader, especially as it relates to:

- This specific ministry
- The leadership role being discussed
- Preparation, follow-through, and focus

Invite conversation, questions, and clarification rather than only explanation.

Teachable

A teachable leader is humble in their approach to learning and has a hunger to grow. They are often slow to speak and quick to listen because they value what others have to say and seek to gain new perspectives and insights. Teachable leaders recognize that learning is a lifelong pursuit and joyfully admit they have areas to grow and mature. They do not stagnate; instead, they push themselves out of their comfort zone and accept corrections from those who have their best interests at heart, striving to become better in their leadership role.

Consider

- What role do pride and humility play in the life of a teachable person?
- How can being teachable affect your faithfulness and intentionality as a leader?

Study

Context: The book of Proverbs provides wisdom literature emphasizing practical application, contrasting the ways of the fool with the ways of the wise.

Read: Proverbs 18:2

- What is the meaning of this proverb?
- Why does this description indicate someone is foolish?

Read: Proverbs 15:31–33

- According to these verses, what defines a wise person?
- Why are life-giving corrections and discipline necessary for a teachable person?
- What type of person or source should you seek instruction from to grow as a Christian leader?

Reflect

- How would you describe a teachable leader? Does this description fit your current leadership approach?
- What is one practical step you can take to become more teachable in your leadership role?

Pray

Take time to pray for teachable qualities in your life. Ask God to reveal any pride, stubbornness, or apathy and to help you respond with humility, openness, and a desire to grow.

Teachable Follow-Up — Participant Discussion Questions

For studies completed individually as “homework,” followed by group or one-on-one discussion. These questions are designed to help participants process what they learned and give sponsors or facilitators insight into how the participant understands teachability and leadership within the ministry.

1. Summarize the verses in your own words. What stood out most from Proverbs 18:2 and 15:31–33?
2. Which question from the Consider, Study, or Reflect sections impacted you most? Why?
3. How do these passages shape your understanding of teachable leadership?
4. Based on Scripture, how would you define teachability?
5. Why is being teachable important for someone serving in a leadership role? What should it look like in practice?
6. In what ways are you currently demonstrating teachability? Where would you like to grow?
7. How does this study challenge or affirm your current leadership approach within this ministry?
8. What questions, insights, or reflections do you still have about being teachable?

Sponsor / Facilitator Prompt

Take time to clearly communicate your expectations of a teachable leader, especially as it relates to:

- This specific ministry
- The leadership role being discussed
- Openness to instruction, humility, and growth

Invite conversation, questions, and clarification rather than only explanation.

FIT Leadership Guide: Growth & Reflection

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FIT Leadership Guide: Growth & Reflection

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Introduction

FIT stands for **Faithful, Intentional, and Teachable**, the three leadership qualities we aim to develop over time. Just as an athlete trains and strengthens muscles, Christian leaders grow spiritually by practicing these traits consistently (1 Timothy 4:7–8). This guide is designed to help you reflect on these qualities in your own life, evaluate how you are currently living them out, and identify areas where God may be inviting you to grow.

As you work through this guide, look to **Jesus as the ultimate example**. He demonstrates wholehearted love for God (John 14:31), deep love for others (John 13:34–35), and joy in doing the Father’s will (Hebrews 12:2). Remember, Christians are not saved by their works or efforts—God’s grace already secures His love for us (1 John 3:1; Romans 5:8). The purpose of this guide is not to earn God’s favor, but to express love for Him and others (Mark 12:29–31), grow in dependence on Him (John 15:4–5), and experience the joy that comes from walking closely with Him (Psalm 16:11).

This guide invites you to pause, reflect, and set actionable steps in your leadership journey. Through Scripture reflection, self-examination, and practical application, you can clarify your strengths, identify areas for growth, and create a plan for becoming a more faithful, intentional, and teachable leader. Growth in leadership is a process—God uses successes, struggles, and even missteps to shape leaders who serve Him well.

By engaging honestly and thoughtfully, you will not only see how God is working in your life but also develop a plan to apply these qualities more fully in your personal life and ministry.

F — FAITHFUL

Definition

Being faithful means being dependable, consistent, and trustworthy—steady in your relationship with God and reliable in your commitments to others.

Guiding Questions

- Can we count on you?
- Are you available?

Scripture

Matthew 25:21 — “Well done, good and faithful servant...”

Jesus as Our Example

Jesus was faithful in every moment of His life and ministry—committed to the Father’s will, present with people, and unwavering in His purpose. His steadiness shows us what it looks like to serve God wholeheartedly.

Scripture Reflection

- Give two scripture examples that demonstrate Jesus’ faithfulness and describe what they reveal about the way He loved God and people.

Personal Faith Reflection

- How are you faithful to the Lord in your day-to-day life?
- Where do you see consistency or growth in your walk with Him?

Ministry Reflection

- How are you being faithful to the commitments you’ve made in your ministry role?
- What positive impact has your consistency had on the people you serve?

How I Can Be FIT

Directions: Based on your reflections, write 1–3 specific, practical actions you can take to grow in this trait. Think about daily habits, ministry commitments, and relationships. Be concrete—describe what you will do, when you will do it, and how you will follow through.

Guiding Question: *How can I be dependable and consistent this month in my walk with God and in my ministry commitments?*

I — INTENTIONAL

Definition

Being intentional means giving focused effort, showing care in your choices, and offering your best in what God has entrusted to you.

Guiding Questions

- Are you giving your all?
- Is this your best effort?

Scripture

Colossians 3:23 — “Whatever you do, work at it with all your heart, as working for the Lord...”

Jesus as Our Example

Jesus lived every day with purpose—seeking the Father, serving people, teaching truth, and moving toward the cross. Nothing He did was careless or accidental. His intentionality teaches us to lead with clarity and wholeheartedness.

Scripture Reflection

- Give two scripture examples of how Jesus demonstrates intentionality with His time, words, and relationships with God or people.

Personal Faith Reflection

- How intentional are you in pursuing your walk with God right now?
Where have you seen growth when you focus on Him?

Ministry Reflection

- How intentional are you with the people you serve and the tasks you’ve been trusted with?
- What successes have come from your purposeful efforts?

How I Can Be FIT

Directions: Based on your reflections, write 1–3 specific, practical actions you can take to grow in this trait. Think about daily habits, ministry commitments, and relationships. Be concrete—describe what you will do, when you will do it, and how you will follow through.

Guiding Question: *How can I demonstrate intentionality in a way that impacts both my personal life and ministry this month?*

T — TEACHABLE

Definition

Being teachable means being humble, open, correctable, and willing to grow—even when it stretches or challenges you.

Guiding Question

Are you willing to put forth the effort to grow?

Scripture

Philippians 2:5 & 8 — “Have this mind among yourselves, which is yours in Christ Jesus...And being found in human form, he humbled himself by becoming obedient to the point of death, even death on a cross.”

Jesus as Our Example

Jesus modeled perfect humility—submitting to the Father, embracing limits, and remaining obedient. Though fully God, He chose the posture of a learner and servant. His humility invites us to be open, receptive, and eager to grow.

Scripture Reflection

- How does Jesus’ humility shape your understanding of what teachability looks like?

Personal Faith Reflection

- In what ways is God inviting you to grow, stretch, or learn?
- Where have you seen Him guide you when you remained open to His correction?

Ministry Reflection

- How willing are you to receive feedback, adjust, and learn in your ministry role?
- What positive outcomes have come when you applied correction or guidance?

How I Can Be FIT

Directions: Based on your reflections, write 1–3 specific, practical actions you can take to grow in this trait. Think about daily habits, ministry commitments, and relationships. Be concrete—describe what you will do, when you will do it, and how you will follow through.

Guiding Question: *What is one way I can humbly receive feedback, seek wisdom, or grow in understanding this month?*

Moving Forward

As you reflect on faithfulness, intentionality, and teachability, remember that spiritual growth happens over time. God shapes leaders through daily choices, humble dependence on Him, and a willingness to keep learning.

No leader lives these qualities perfectly. The goal is not perfection, but a posture of growth as we follow Jesus together.

Use the next section to identify a few practical steps you will focus on this month. Review the action steps you wrote in the “**How I Can Be FIT**” sections throughout **this guide** and choose **one key step for each FIT trait**. Record those goals below so you can clearly see your growth plan, apply what you’ve reflected on, and continue growing as a faithful, intentional, and teachable leader.

My FIT Growth Plan

One **practical step** I will focus on this month to grow in **faithfulness**:

One **practical step** I will focus on this month to grow in **intentionality**:

One **practical step** I will focus on this month to grow in **teachability**:

Who will I ask to help keep me accountable?

When will I check in on my progress this month?

Mentor Discussion Guides

Purpose: These discussion questions help leaders reflect on their growth in Faithful, Intentional, and Teachable leadership, review their FIT Growth Plan, and receive encouragement and accountability. Use them after participants have completed the FIT Leadership Guide: Growth & Reflection.

Trainer Note: Use either discussion format depending on time, context, and leader readiness. The full discussion works best for deeper mentoring conversations, while the short discussion is helpful for quick check-ins or mid-week accountability conversations.

Option 1 – Full Discussion (45–60 minutes)

Faithful

- Where have you seen faithfulness growing in your life or ministry recently?
- What situations have tested your consistency or dependability?
- How does reflecting on Jesus' faithfulness encourage you in your leadership?

Intentional

- Where have you been most intentional with your time, relationships, or responsibilities?
- Where do you sometimes drift into autopilot?
- How has reflecting on Jesus' intentionality shaped the way you approach leadership or ministry?

Teachable

- What is something God has been teaching you recently?
- How open have you been to feedback, correction, or new perspectives?
- How does Jesus' humility influence your willingness to learn and grow?

Reviewing Your FIT Growth Plan

- Which goal feels most important for you to focus on this month?
- What progress have you already made toward these steps?
- What challenges might make these goals difficult to follow through on?

Accountability & Next Steps

- Who will help keep you accountable to these goals?
- When will you check in with them about your progress?
- What is one step you will take this week to stay on track with your monthly goals?

Open Questions

- Do you have any questions about these topics or how they apply to your role as a leader?

Mentor Tips

- Encourage honest reflection rather than “right answers.”
- Celebrate progress and growth.
- Ask follow-up questions that help leaders think more deeply.
- Pray together and ask God for wisdom, perseverance, and growth.

Option 2 – Short Discussion (20 minutes)

Understanding the Guide

- After going through the guide, how would you describe FIT leadership to someone else?
- Why do you think these qualities—faithful, intentional, and teachable—are important in leadership?

Personal Reflection

- Which section of the guide was most impactful for you during your reflections?
- What stood out or challenged you the most?

Reviewing Your Growth Plan

- Looking at the FIT Growth Plan you wrote in this guide, which goal will you focus on most this month?
- What is one practical step you will take to begin working toward that goal?

Accountability

- Who will help keep you accountable to this goal?
- When will you check in with them about your progress this month?

Open Questions

- Do you have any questions about FIT or how it relates to your leadership role?

Mentor Tips

- Keep the conversation focused; aim for about 5 minutes per section.
- Encourage honesty, even about struggles.
- Ask clarifying follow-up questions when helpful.
- End with a brief prayer asking God for wisdom, humility, and growth.

Closing Vision

As you grow in faithfulness, intentionality, and teachability, remember that leadership is ultimately about serving others for Christ. May the habits, goals, and insights you've developed in this guide help you point others to Jesus, make a difference in your ministry, and reflect His love in all you do. Keep learning, keep serving, and trust God to shape you into the leader He has called you to be.